

2025

ANNUAL REPORT

to promote economic vitality, safety & fairness for Missouri's businesses & workers



DEPARTMENT OF
LABOR
& INDUSTRIAL RELATIONS

TABLE OF CONTENTS

5	From the Director
7	Department Overview
8	Financial Appropriations
9	Legislative Summary
10	Labor & Industrial Relations Commission
12	Division of Employment Security
18	Division of Workers' Compensation
23	Division of Labor Standards
28	Missouri Commission on Human Rights
31	State Board of Mediation
33	Appendix
42	Department Goals

*Numerical graphics are rounded to the nearest whole number.

*The figures in this report represent FY 2025 (July 1, 2024, to June 30, 2025) unless otherwise noted.

THE OFFICE OF THE DIRECTOR



ANNA HUI Department Director



MATTHEW HANKINS Deputy Director

Director Anna Hui is in her eighth year leading the department, while Deputy Director Matt Hankins is in his third year in this position with 25 years of experience at the department in various roles. Together, they lead the Office of the Director, which provides all administrative functions for the department's programs and staff.

MESSAGE FROM THE DIRECTOR

At the Department of Labor and Industrial Relations, we are committed to building a stronger, more responsive state government—one that meets the needs of Missourians today and prepares for the challenges of tomorrow. Over the past year, we've continued to take bold steps to modernize outdated systems and embrace innovative technology solutions that improve service delivery, transparency, and efficiency.

One of our most exciting ongoing projects is Work Comp Connect, a new digital platform that will streamline the workers' compensation process for businesses, workers, insurers and providers. This is just one example of how we're replacing legacy systems with smarter, more user-friendly tools that reflect the way people live and work today. These efforts are part of a broader statewide initiative to invest in technology that empowers both our workforce and the public we serve. I'm proud of the progress we've made and grateful to our dedicated team for driving this transformation forward. In this spirit of continuous improvement, I invite you to provide constructive feedback to us at bettertogether@labor.mo.gov. Together, we're building a more modern, connected, and effective government.



ADMINISTRATION OVERVIEW

OFFICE OF GENERAL COUNSEL

The Office of General Counsel prepares legal opinions and litigates employment security and workers' compensation cases. The office assists in collecting delinquent unemployment contributions and represents the department before the Administrative Hearing Commission, circuit courts, and the Missouri Court of Appeals.

STRATEGIC COMMUNICATIONS

Strategic Communications is responsible for creating and maintaining forms and policies, maintaining/updating internal and public websites, and responding to media inquiries. It's responsible for the department's social media presence and internal and external communications.

FINANCIAL MANAGEMENT

Financial Management processes and approves accounts payable and accounts receivable documents. It partners with divisions to develop and prepare the department's annual budget. It assists divisions with grant and budget preparations, and submits weekly, monthly, quarterly, and annual financial reporting. Within the unit, a procurement team assists the department in the bidding and contracting process, and works with the Office of Administration's Division of Purchasing for bids outside the department's authority.

HUMAN RESOURCES

Human Resources plans, organizes, and controls the activities and actions for recruitment and retention, hiring, payroll, benefits, discipline, training, employee relations, policy development, etc.; monitors pay structure for the department; conducts research and analysis to ensure the department is in compliance with state and federal employment laws; coordinates and oversees equal employment opportunity programs and drives departmental initiatives such as professional development and employee engagement.

GENERAL SERVICES

General Services is responsible for facility management for all department buildings which includes system furniture, HVAC, janitorial, and related issues. General Services helps plan and assist in office or employee moves.

VISION STATEMENT:

To promote economic vitality, safety, and fairness for Missouri's businesses and workers

THE DEPARTMENT IS COMPRISED OF:

LABOR AND INDUSTRIAL RELATIONS COMMISSION (LIRC)

The LIRC is a government agency that oversees the Department of Labor and Industrial Relations. Its three commissioners are appointed by the governor. The LIRC hears appeals of workers' compensation, unemployment insurance, and other labor-related issues.

DIVISION OF EMPLOYMENT SECURITY (DES)

The DES helps people who have lost their jobs. It provides unemployment insurance benefits to people who have lost a job through no fault of their own and collects unemployment insurance taxes from employers.

DIVISION OF WORKERS' COMPENSATION (DWC)

The DWC helps workers who get hurt on the job. It can help resolve disputes regarding medical bills, lost wages, and other benefits. It also investigates cases of fraud and noncompliance.

DIVISION OF LABOR STANDARDS (DLS)

The DLS has five sections that help workers and businesses. It collects information about workplace injuries, enforces wage laws, provides safety advice, inspects mines and caves, and helps businesses improve workplace safety.

MISSOURI COMMISSION ON HUMAN RIGHTS (MCHR)

The MCHR helps to prevent discrimination in employment, housing, and public accommodations. It investigates complaints of discrimination and works to find fair solutions.

STATE BOARD OF MEDIATION (SBM)

The SBM helps to settle disagreements between public employers and public sector labor unions regarding representation of bargaining units. The board also conducts secret ballot elections to determine whether a bargaining unit will be represented by a particular union.

FINANCIAL APPROPRIATIONS

The operating budget for the department is appropriated by the General Assembly and approved by the governor in the annual budget process. These appropriations fund

payroll, equipment, and other expenses necessary to carry out the duties of the department. It does not include any benefit payments.

DIVISION	FY 2025	FY 2026
DIVISION OF EMPLOYMENT SECURITY ¹	\$93,387,956 ¹	\$72,747,182 ³
DIVISION OF WORKERS' COMPENSATION ²	\$11,260,157 ²	\$11,557,110 ²
DIRECTOR AND STAFF	\$5,822,993	\$6,088,097
DIVISION OF LABOR STANDARDS	\$3,031,796	\$3,136,520
MISSOURI COMMISSION ON HUMAN RIGHTS	\$1,668,868	\$1,736,543
LABOR AND INDUSTRIAL RELATIONS COMMISSION	\$1,251,567	\$1,382,948
STATE BOARD OF MEDIATION	\$130,931	\$133,348
TOTAL	\$116,554,268	\$96,781,748

¹ This amount excludes tax interceptions and benefit payments.

² This amount excludes Second Injury and Tort Victims' claim payments and Second Injury Fund refunds.

³ The reduction in the FY26 DES budget is related to the CARES act appropriation authority for which the CARES grant funds have now expired and ended.

DIVISION OF WORKERS' COMPENSATION

The signing of House Bill 225 by Governor Kehoe made several revisions to the line of duty compensation statutes in Chapter 287.243. Previously, compensable deaths occurred as a result of accidents or willful acts of violence by others. With HB 255, illnesses related to the performance of a public safety officer's duties are now explicitly compensable as well. The statute of limitations on the filing of a line of duty claim has also been extended to two years after the death of the public safety officer, and compensation has been increased from \$25,000 to \$100,000. There is no sunset for these provisions.

DIVISION OF LABOR STANDARDS

The signing of House Bill 567, 546, 758 & 958 by Governor Kehoe repealed the earned paid sick time provisions of Chapter 290 and modified the minimum wage statute also contained therein. All provisions of the chapter, which mandated non-exempt employers to provide earned paid sick time, were repealed by the bill. The bill also ceased the adjustment of the minimum wage according to the Consumer Price Index for Urban Wage Earners and Clerical Workers from year to year. The minimum wage rate shall be set at \$15.00 per hour worked (\$7.50 per hour for tipped employees) effective January 1, 2026. Also as a result of the bill's passage, public employers previously exempt from the state minimum wage law are now required to pay the minimum wage.

STATE BOARD OF MEDIATION

Quorum for the State Board of Mediation was restored with the appointment of Jeremy Manley as representative of labor to the board. Hearings which had previously been postponed due to the lack of quorum have resumed and decisions have been issued. There is no longer a backlog of cases before the board at this time.

LABOR & INDUSTRIAL RELATIONS COMMISSION



RODNEY J. CAMPBELL

Chair,
Public Member



KATHRYN SWAN

Commissioner,
Employer Member



LAUREN ARTHUR

Commissioner,
Employee Member

The Labor and Industrial Relations Commission (LIRC) consists of three commissioners who are appointed by the governor and confirmed by the Senate: a public member, an employer member, and an employee member. The LIRC decides appeals of workers' compensation, unemployment insurance, and other labor-related issues.

The LIRC decides appeals from decisions made by other government agencies about workers' compensation, unemployment, line of duty compensation fund claims and tort victims' compensation fund claims. It also resolves disputes about prevailing wage rates and approves or disapproves new rules for the department. In 2023, HB 417 was enacted. It says that state agencies

cannot discriminate in job postings and hiring decisions based on whether a person has a postsecondary degree. If someone thinks they were not hired because of their lack of postsecondary degree, they can appeal to the LIRC. If someone thinks a state agency's job posting may be in violation of the law, they can report the open position posting to the LIRC.

1.5K
212

**DECISIONS/ORDERS
ISSUED
EMPLOYMENT SECURITY**

**AWARDS/ORDERS
ISSUED
WORKERS' COMPENSATION**

EMPLOYMENT SECURITY

1.3K
228
16
3

EMPLOYEE BENEFIT APPEALS FILED
APPEALED TO THE MISSOURI COURT OF APPEALS
CASES PENDING WITH COMMISSION AS OF JUNE 30, 2025
EMPLOYER CONTRIBUTION APPEALS FILED

WORKERS' COMPENSATION

147
13
58
21

APPLICATIONS FOR REVIEW, MODIFICATIONS, SETTLEMENTS OR
COMMUTATION OF AWARD BY ADMINISTRATIVE LAW JUDGE FILED
ORAL ARGUMENTS HEARD
CASES PENDING WITH COMMISSION AS OF JUNE 30, 2025
APPEALED TO THE MISSOURI COURT OF APPEALS

PREVAILING WAGE

3
0
6
0

OBJECTIONS FILED
HEARINGS HELD
DECISIONS/ORDERS ISSUED
APPEALED TO THE COURT

TORT VICTIMS COMPENSATION

18
10
1
20

PETITIONS FOR REVIEW FILED
DECISIONS ISSUED
APPEALED TO MISSOURI COURT OF APPEALS
CASES PENDING WITH COMMISSION AS OF JUNE 30, 2025

LINE OF DUTY

2

APPLICATIONS FOR REVIEW FILED

POSTSECONDARY DEGREE

5
1

POSTSECONDARY DEGREE HIRING APPEALS FILED
JOB POSTING REPORTS FILED

DIVISION OF EMPLOYMENT SECURITY



ALLEN ANDREWS Division Director



ANTHONY VAUGHAN Deputy Director

The Division of Employment Security (DES) provides unemployment insurance (UI) benefits to people who have lost a job through no fault of their own or are underemployed and collects UI taxes from employers.

The DES works to ensure that eligible claimants receive unemployment benefits quickly and accurately. To qualify for benefits, a claimant must have worked in a covered job and earned enough wages. The amount of benefits a claimant receives is based on past earnings.

The DES uses a system to verify the identity of claimants and prevent fraud when filing for unemployment benefits. The division also uses software to assess risk of fraud and may ask questions to confirm the identity of claimants.

The DES partners with other agencies to offer job-seeking services. The division helps people find jobs that match their skills and experience. The DES also has a program that helps people who are likely to run out of benefits.

The Shared Work program is an option for employers who need to reduce their workforce. It allows employers to keep employees working part-time instead of laying them off. Employees in this program receive a portion of their unemployment benefits.

\$315M

\$239M

**EMPLOYER
CONTRIBUTIONS
COLLECTED**

**AMOUNT OF
UI BENEFITS
PAID**

182K

INDIVIDUALS THAT FILED A CLAIM

1M

WEEKLY REQUESTS FOR PAYMENT PROCESSED

201K

EMPLOYERS LIABLE FOR CONTRIBUTIONS

UI APPEALS SECTION

The UI Appeals Section must provide a fair hearing for any claimant or employer who disagrees with a decision about benefits. The Appeals Section provides hearings for all appeals related to unemployment benefits and taxes.

When an appeal is filed, an appeals referee conducts a hearing and issues a decision. The decision may be appealed to the Labor and Industrial Relations Commission and then to the Missouri Court of Appeals.

19K

APPEALS FILED

18K

APPEALS RESOLVED BY DECISION OR ORDER

UI BENEFITS SECTION

UI Benefits provides unemployment benefits to eligible workers who have lost their jobs due to no fault of their own. To qualify, individuals must have worked in covered employment and earned enough qualifying wages. The benefit amount is calculated based on the individual's earnings, which means not all workers are eligible for 20 weeks of benefits.

20

MAXIMUM NUMBER OF
WEEKS ELIGIBLE FOR BENEFITS

\$320

MAXIMUM WEEKLY
BENEFIT AMOUNT PAID

\$294.60

AVERAGE WEEKLY BENEFIT
AMOUNT PAID

To prevent fraud, the DES uses an identity verification system for all unemployment claims. This system ensures that the information provided during the claim filing process is accurate and belongs to the person filing the claim. Individuals are evaluated by fraud detection software and assigned fraud risk scores. Those deemed high risk are presented with a series of questions to verify their identity.

The DES partners with other agencies to offer reemployment services. This includes job matching, which matches unemployed workers with job openings based on their skills and experience. The Reemployment Services and Eligibility Assessment (RESEA) Program helps claimants who are likely to exhaust their UI benefits by providing specialized reemployment services and a UI eligibility assessment.

SHAREDWORK

The Shared Work Unemployment Compensation Program is an alternative to layoffs for employers facing a reduction in work. It allows employers to divide available

work among affected employees instead of resorting to layoffs. These employees receive a portion of their unemployment benefits while working reduced hours.

19K

EMPLOYEE LAYOFFS
AVOIDED

\$5M

PAID IN SHARED
WORK BENEFITS

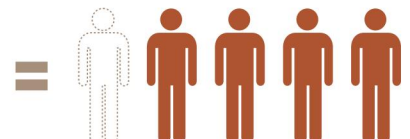
608

EMPLOYERS
PARTICIPATED

Under Shared Work, the firm retains its total workforce on a four-day-a-week basis. Reducing hours from 40 to 32 cuts production by the needed 20 percent.



-20%
PRODUCTION



UI TAX SECTION

The UI Tax Section helps businesses meet their obligations under the unemployment insurance program. Businesses must file quarterly reports and pay taxes. The tax rate is determined by the amount of benefits paid out, taxes paid in, and the average annual payroll.

The Tax Section monitors businesses to ensure they are complying with the law. Businesses that do not pay their taxes have an unfair advantage and can make it difficult for workers to receive benefits.

State law allows the DES to redirect monies to the Unemployment Automation Fund from Missouri employers liable for first quarter unemployment insurance contributions (taxes). This money will be used for the maintenance and upgrade of the unemployment insurance program's online application, UInteract.

3.4M

**EMPLOYEES RECEIVED
UI COVERAGE**

\$315M

**AMOUNT EMPLOYERS PAID IN UI TAXES
CREDITED TO THE UI TRUST FUND**

28K

**EMPLOYERS NOT PREVIOUSLY
LIABLE FOR UI TAX, BECAME LIABLE**

10K

INVESTIGATIONS CONDUCTED

4K

**WORKERS IDENTIFIED AS
IMPROPERLY CLASSIFIED**

UI INTEGRITY SECTION

The UI Integrity Section works to prevent fraud and overpayments in the UI program. The section compares information from different databases to identify people who may be improperly receiving benefits.

DES
NEW HIRE
CROSS-MATCH
UNIT

13K
MATCHES
DETECTED FOR
INVESTIGATION

NEW HIRE
CROSS-MATCH
UNIT
INVESTIGATED
CROSS-MATCHES

5K
OVERPAYMENT
DETERMINATIONS
ESTABLISHED

OVER
\$2.2 M IN
OVERPAYMENTS
DISCOVERED

One common type of fraud is when people continue to collect benefits after they have returned to work. The DES uses cross-matching to compare new hire data with unemployment claims. This has helped the division identify millions of dollars in improper payments.

Quarterly wage cross-matches detected roughly **\$2 million** in improperly paid benefits.

The DES collects overpaid benefits through various methods, including intercepting tax refunds and lottery winnings. The division is also part of the Integrity Data Hub, a multi-state project to prevent fraud.

DES RECOVERED:

\$12.2M
\$2M

OF IMPROPERLY
PAID BENEFITS

IN FRAUD
PENALTIES

The most egregious overpayments of benefits due to fraud are investigated and referred to the Missouri Attorney General for criminal prosecution.

The UI Integrity Section is responsible for two federal programs: Benefit Accuracy Measurement (BAM) and Tax Performance System (TPS). BAM audits both paid and denied claims, while TPS monitors tax performance.

The UI Integrity Section also provides statistical information and reports to government officials and other stakeholders. The section helps ensure that Missouri's unemployment insurance system complies with federal laws and policies.

933 BENEFIT CLAIMS AUDITED

839 TAX CASES AUDITED



VISIT THE APPENDIX

PAGES 33 & 34 FOR:

**UI EMPLOYMENT & EARNINGS
UI CLAIMS & BENEFITS
UNEMPLOYMENT COMPENSATION FUND**

DIVISION OF WORKERS' COMPENSATION



BEN QUALLS Acting Division Director

The Division of Workers' Compensation helps workers who get hurt on the job. They can help resolve disputes regarding medical bills, lost wages, and other benefits and investigates fraud and noncompliance.

The origin of the Division of Workers' Compensation (DWC) began in 1925 with the Missouri's Workmens' Compensation Law. Over the years, Missouri added programs to assist those who were injured or died while on the job. The Second Injury Fund (SIF) became law in 1943, the Tort Victims' Compensation Fund was passed in 1987 and the Line of Duty Compensation Fund was added in 2009.

The division partners with the Division of Labor

Standards, providing injury and fatality data guidance for industry partners through the Workers' Safety Program. The DWC is funded through a tax surcharge on insurance carriers' net deposits, net premiums or net assessments for workers' compensation insurance, and net premiums equivalent for self-insured employers. The administrative tax and surcharge is capped at 2.0% per state law, the SIF surcharge is capped at 3.0% and the SIF supplemental is capped at 1.0%.

93K WORKPLACE
INJURIES
REPORTED

82,212 First Reports of Injury (FROI) received,
without Claim for Compensation

9,260 FROI received +
Claims for Compensation filed

1,757 Claims for Compensation filed,
without FROI

SELF-INSURANCE OVERVIEW

Employers in Missouri must either buy workers' compensation insurance or get approval from the DWC to self-insure. This means they must be able to pay for any workers' compensation claims themselves. Employers must report workplace injuries to the DWC

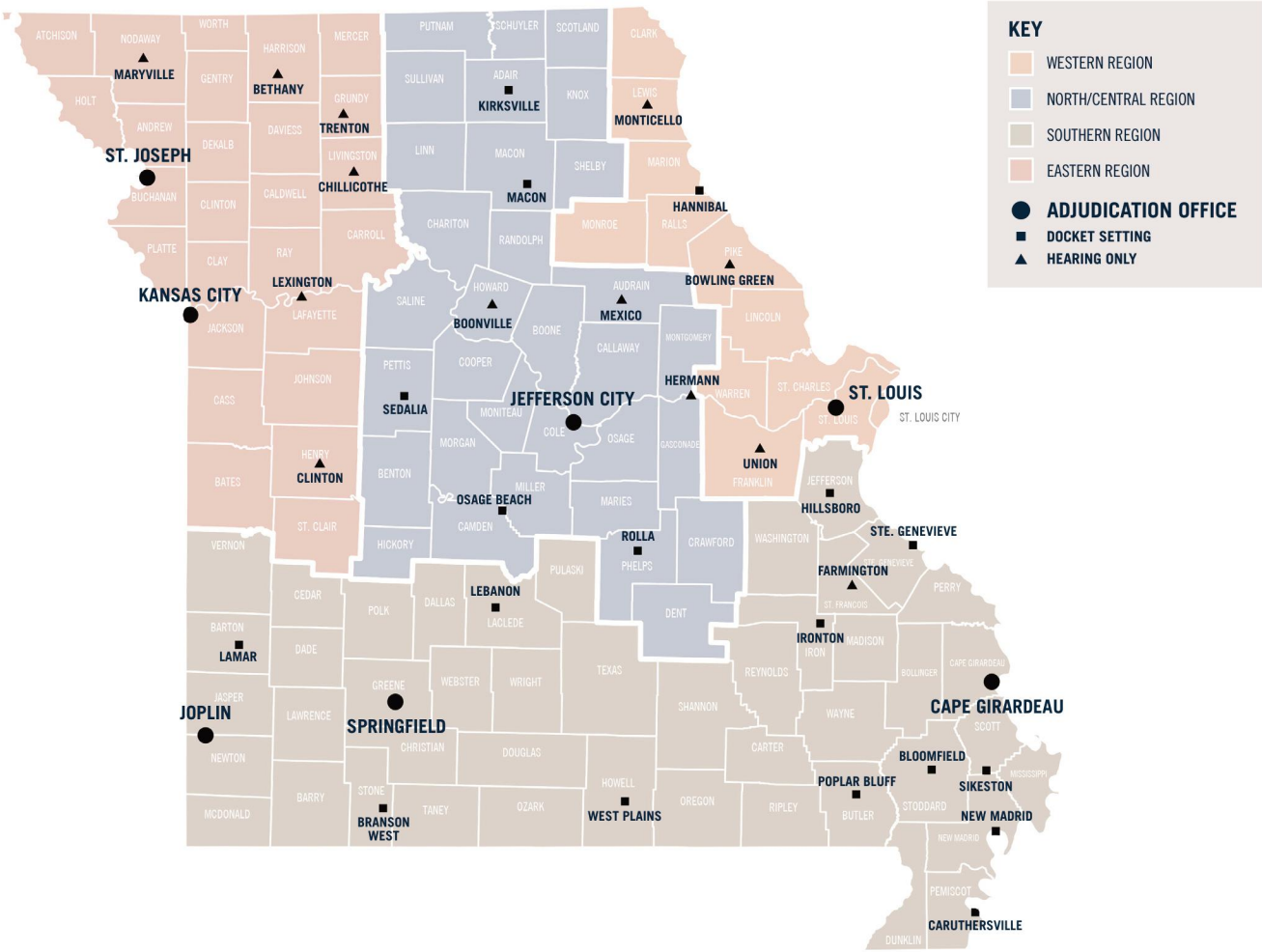
within 30 days of knowing about the injury. Failure to report an injury can result in a fine or imprisonment. Employees can file a claim for compensation if they disagree with the employer's handling of a workplace injury.

SECURITY HELD BY FISCAL YEAR



Excludes security called due to default.

ADJUDICATION OFFICES



SECOND INJURY FUND BENEFITS

The Second Injury Fund (SIF) is a program that helps injured workers who have certain previous disabilities and potential benefits available are dependent upon the date of the workers injury. It encourages employers to

hire workers with disabilities by protecting them from liability for these previous injuries. The SIF is funded by an extra charge on workers’ compensation premiums.

BENEFIT TYPE ¹	RECIPIENTS	BENEFITS PAID
Permanent Total Disability (Ongoing)	1,914	\$52,953,795
Permanent Total Disability (Lump Sum)	196	\$8,022,221
Permanent Partial Disability	88	\$522,710
Uninsured Death	7	\$123,628
Rehab	7	\$3,777
Uninsured Medical	6	\$121,825
Lost Wages	3	\$28,035

¹ Unless otherwise noted, benefits include both ongoing and lump sum

ADJUDICATION

Most workers’ compensation cases are resolved through settlement between the parties and without proceeding to a hearing. A hearing can be costly and time-consuming. All settlements must be approved by a DWC Administrative Law Judge (ALJ). Parties can request that their case be set before an ALJ to assist them with

discussing issues or for a formal mediation to work toward compromise settlement. For cases not resolved by compromise settlement, the ALJs conduct hearings and make determinations on what, if any, benefits are owed to the injured worker.

17K
8K
603

COMPROMISE
SETTLEMENTS APPROVED¹

CLAIMS
DISMISSED

HEARINGS

¹ Insurance, Second Injury Fund and Medical Fee Dispute

FRAUD & NONCOMPLIANCE UNIT

The Fraud and Noncompliance Unit investigates criminal allegations of fraud and noncompliance within the workers' compensation law. Noncompliance includes employers who fail to insure their workers' compensation liability or who report injuries outside of

statutory requirements. Fraud includes making false statements to obtain or deny benefits. The Unit also administers the Division's Religious Exceptions and Employer Exemption programs.

42

\$215K

390

80

**WORKERS POTENTIALLY IMPACTED
BY FAILURE OF EMPLOYER TO
INSURE FROM REFERRED CASES**

**PENALTIES RECOVERED FROM
CASES REFERRED TO THE
ATTORNEY GENERAL'S OFFICE²**

**FRAUD AND NONCOMPLIANCE
CASES INVESTIGATED**

**FRAUD AND NONCOMPLIANCE CASES
REFERRED TO THE MISSOURI ATTORNEY
GENERAL'S OFFICE FOR PROSECUTION**

²Penalties recovered include those from cases referred, or penalties from, previous Fiscal Years. Some cases take longer than a year to reach a resolution and many penalties are paid in monthly installments over several years.

ADMINISTRATIVE LAW JUDGES

*Chief Administrative Law Judge

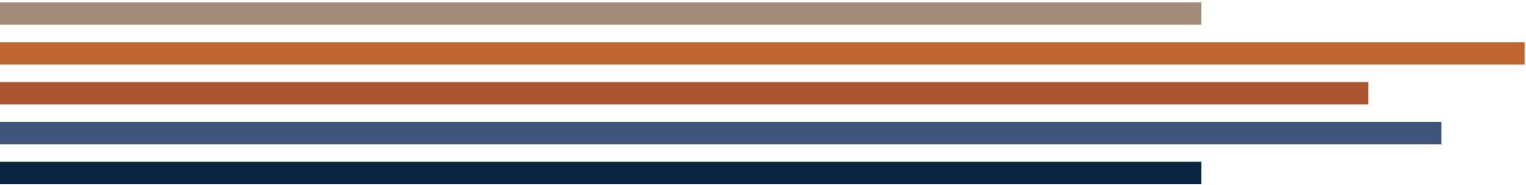
RYAN ASBRIDGE
JAY ASHCROFT
LUCAS BOLING*
KARLA BORES
SKYLER BURKS
MAUREEN BYRNE
KENNETH CAIN

SUZETTE CARLISLE-FLOWERS
KEVIN ELMER
BRUCE FARMER
KAREN FISHER
KIMBERLEY FOURNIER
MELISSA GILLIAM

KATHLEEN HART
ANGIE HEFFNER*
KAREN JOHNSON*
JOSEPH KEAVENY
EDWIN KOHNER
CAROLINE MUDD

JOHN OTTENAD
LAWRENCE G. REBMAN
COLE ROSENBLUM
CARL STRANGE
KEVIN THOMAS
JASON TILLEY*
AMY YOUNG

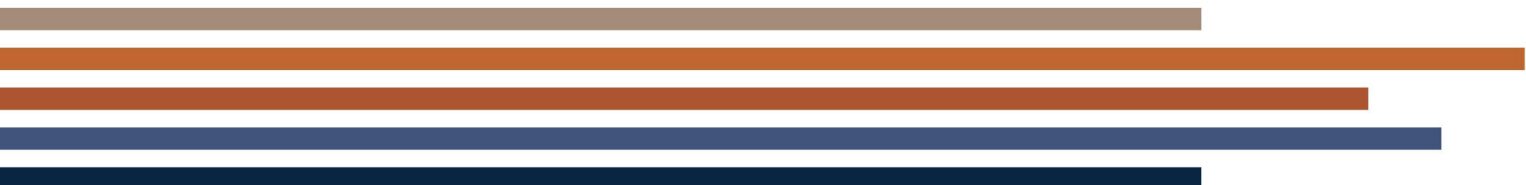
As of Oct. 22, 2025



VISIT THE APPENDIX

PAGES 35-39 FOR:

**SELF INSURANCE COVERAGE
ACCIDENTS & DISEASES BY SEVERITY
INDUSTRY COST BY BENEFIT TYPE
DISABILITY COST (ALL INCIDENTS)**



DIVISION OF LABOR STANDARDS



LOGAN HOBBS Division Director

The Division of Labor Standards (DLS) has five sections that help workers and businesses. The division collects information about workplace injuries, enforces wage laws, provides safety advice, inspects mines and caves, and helps businesses improve workplace safety.

DLS helps keep workers safe and ensures they are paid fairly. It has five main parts:

- **Wage and Hour:** This section makes sure that workers are paid the correct amount of money for their work.
- **Research and Analysis:** This section collects information about workplace illnesses, injuries, and fatalities.
- **Mine and Cave Safety:** This section inspects mines and caves and trains miners to work safely.
- **Workers' Safety Program:** This section helps businesses create programs to keep workers safe and prevent accidents.
- **Missouri On-Site Safety and Health Consultation Program:** This section helps businesses stay safe and follow workplace safety rules.

\$15M

\$2M

**ON-SITE
OSHA PENALTIES
AVOIDED**

**FEDERAL FINES
AVOIDED BY MINE
OPERATORS**

WAGE & HOUR SECTION

The Wage and Hour section administers the state's child labor, minimum wage, and prevailing wage laws. Its primary responsibilities are assuring child safety, resolving pay disputes, and providing information to the public. The DLS provides outreach programs to help Missouri businesses comply with wage and hour laws.

YOUTH EMPLOYMENT

The Missouri child labor law makes sure no child under 16 years of age is employed in an occupation or in a manner that is hazardous or detrimental to the child's safety, health, morals, educational processes, or general well-being.

791
ENTERTAINMENT
PERMITS ISSUED

6.5K
WORK CERTIFICATES
REVIEWED

1.4K
PUBLIC & PRIVATE
CONTACTS

12
COMPLAINTS
REVIEWED

MINIMUM WAGE

The Minimum Wage Program responds to inquiries from employers and workers about their responsibilities and rights under Missouri wage and hour laws. It also provides educational outreach to businesses and mediates pay disagreements under the minimum wage law.

1.4K
COMPLAINTS
RECEIVED

20K
PUBLIC & PRIVATE
CONTACTS

\$13K
BACK WAGES PAID

31
WORKERS
AFFECTED

PREVAILING WAGE

The Prevailing Wage Program is responsible for calculating the wage rates for public works construction projects using wage survey information voluntarily submitted by contractors. The DLS resolves wage disputes and provides educational outreach to public bodies and their contractors who perform public works construction.

34
COMPLAINTS
RECEIVED

3K
PUBLIC & PRIVATE
CONTACTS

\$162K
BACK WAGES PAID

86
WORKERS
AFFECTED

RESEARCH & ANALYSIS SECTION

The Research and Analysis Section collects data about workplace illnesses, injuries, and fatalities in Missouri. The section partners with the U.S. Bureau of Labor Statistics (BLS) and annually collects and reports data through the Survey of Occupational Injuries and Illnesses (SOII) and the Census of Fatal Occupational Injuries (CFOI). This program produces a wide range of information about workplace injuries and illnesses.

WORKPLACE INJURIES & FATALITIES

DLS tracks the reported number of workplace injuries and fatalities that occur each year. Data is reported to the BLS and is thoroughly reviewed. Final reporting of the previous calendar year is usually available in November and December the next year.

52K
INJURIES

114
FATALITIES

for calendar year 2023

MINE & CAVE SAFETY PROGRAM

The Mine and Cave Safety Program helps to improve the safety of mines and caves in Missouri. They offer training to people who work in mines and caves and inspect mines and caves to make sure they are safe. They focus on training small operators and providing resources for contractors and other people involved in the mining full time industry. Two full-time mine training specialists and

two mine/cave inspectors provide training to miners and perform inspections. Mining is an important industry in Missouri, with an estimated value of \$3 billion. In calendar year 2024, approximately 1.8 million people visited Missouri caves, according to the Missouri Division of Tourism.

740
HAZARDS FOUND &
ELIMINATED

15K
MINERS & CONTRACTORS
AFFECTED

\$2M
FEDERAL FINES AVOIDED BY
MISSOURI MINE OPERATORS

2.5K
MINERS TRAINED

275
TOTAL INSPECTIONS

WORKERS' SAFETY PROGRAM

The Missouri Workers' Safety Program helps employers improve workplace safety and reduce workers' compensation insurance costs. The program helps to regulate safety services provided by insurance carriers, maintains a list of certified safety consultants and engineers who offer independent services, and offers free safety and health consultations.

34

CERTIFIED PHYSICAL REHAB
FACILITIES FOR INJURED WORKERS TO
REHAB AND RECEIVE SIF BENEFITS

262

CERTIFIED SAFETY
CONSULTANTS/
ENGINEERS

132

WORKERS' COMPENSATION
INSURANCE CARRIER GROUPS'
SAFETY PROGRAMS CERTIFIED

ON-SITE SAFETY & HEALTH CONSULTATION PROGRAM

The On-Site Safety and Health Consultation Program strives to reduce work-related injuries, illnesses, and fatalities by educating and training employers and employees in workplace safety and health issues. The program provides consultations at no cost to Missouri businesses. At the request of the employer, the consultants identify safety and health hazards and offer recommendations for correction with no penalties or fines assigned to the employer.

513

ON-SITE
CONSULTATIONS
CONDUCTED

3.3K

SERIOUS
HAZARDS
IDENTIFIED

47%

OF HAZARDS
CORRECTED ON
LOCATION

\$14.7M

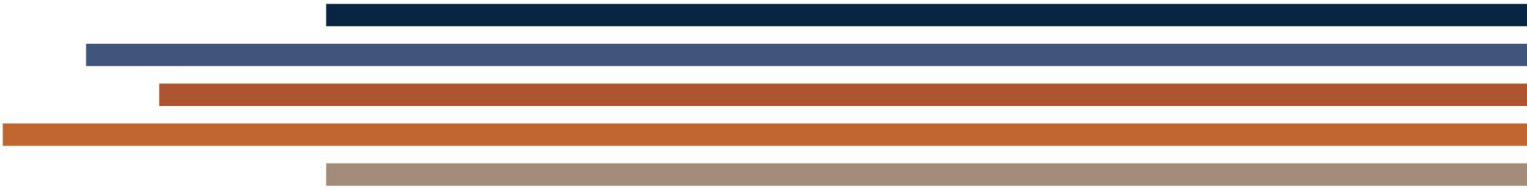
POTENTIAL OSHA
PENALTIES AVOIDED

SAFETY & HEALTH ACHIEVEMENT RECOGNITION PROGRAM (SHARP)

The Missouri On-Site Safety and Health Consultation Program, in conjunction with OSHA, administers SHARP. It rewards small businesses that operate exceptional health and safety management programs. Participation is offered to businesses that work with On-Site consultants to implement safety and health management systems and significantly reduced workplace injury and illness rates.

33

COMPANIES CURRENTLY
PARTICIPATING IN SHARP



VISIT THE APPENDIX

PAGE 40 FOR:

**10-YEAR PRODUCTION IN TONS
10-YEAR TONNAGE FEE COLLECTION**

MISSOURI COMMISSION ON HUMAN RIGHTS



DR. ALISA WARREN Executive Director



SHANNON THOMPSON Deputy Director

The Missouri Commission on Human Rights (MCHR) helps to prevent and eliminate discrimination and promote equal treatment. It investigates complaints of discrimination and works to find fair solutions.

The Missouri Human Rights Act gives the MCHR the power to investigate and address discrimination. The MCHR can investigate complaints, take legal action in probable cause cases, make recommendations to government agencies, and certify local human rights commissions. MCHR can investigate discrimination in housing, employment, and public accommodations based on factors like race, color, religion, national origin, ancestry, sex, disability, age, and familial status.

1.6K
1.3K
7K
\$624K

COMPLAINTS FILED

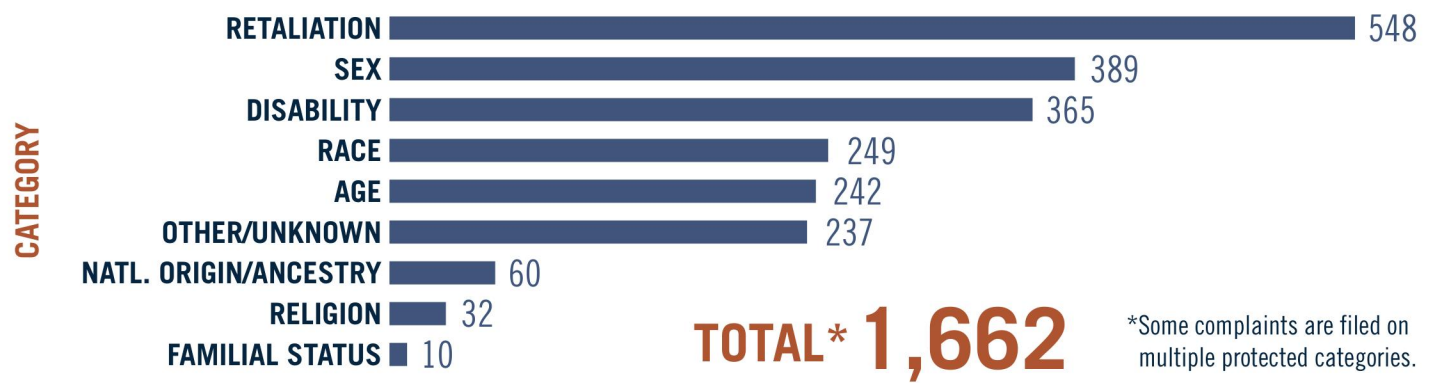
COMPLAINTS RESOLVED

ATTENDEES AT OUTREACH EVENTS

NEGOTIATED IN SETTLEMENTS

COMPLAINTS FY 2025

MCHR has established work-sharing agreements with the Equal Employment Opportunity Commission (EEOC) and local human rights agencies, increasing efficiency and eliminating duplication.



COMMISSIONERS

The commission consists of 11 members who are appointed by the governor with the advice and consent of the Senate and serve for six years without compensation. The governor appoints at least one

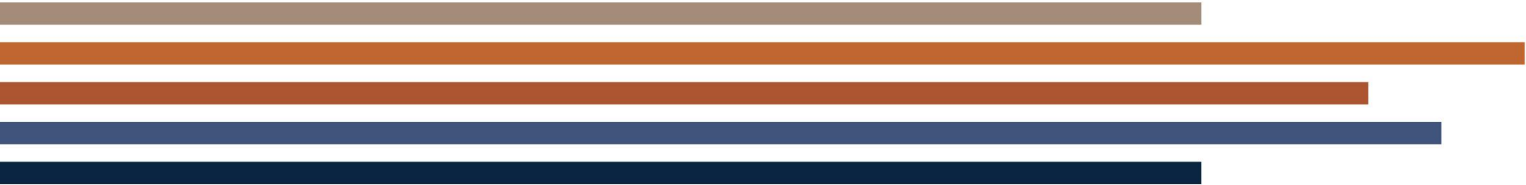
member from each of Missouri’s eight congressional districts and one member as chairperson. The commission generally meets quarterly, and its meetings are open to the public.

ANTONIO MALDONADO Commissioner – 1st District Term Expires: April 1, 2025	AL LI, CHAIR Commissioner – 2nd District Term Expires: April 1, 2027	STEPHEN BUCKLEY Commissioner – 3rd District Term Expires: April 1, 2026	VACANT Commissioner – 4th District
DONNA L. BIRKS Commissioner – 5th District Term Expired: April 1, 2018	VACANT Commissioner – 6th District	VACANT Commissioner – 7th District	BRITTNEY SOUTHWORTH, VICE-CHAIR Commissioner – 8th District Term Expires: April 1, 2025
DR. CHRIS SLINKARD Commissioner – At-Large Term Expires: April 1, 2028	VACANT Commissioner – At-Large	VACANT Commissioner – At-Large	

MARTIN LUTHER KING JR. STATE CELEBRATION COMMISSION

The commission considers and recommends to individuals and organizations, appropriate activities for the recognition and celebration of Martin Luther King Day in Missouri. Created by an executive order on Dec. 2,

1985, the commission consists of 20 members who serve at the pleasure of the governor. The Martin Luther King Jr. State Celebration Commission is a continuing commission and meets at the call of the chair.



VISIT THE APPENDIX

PAGE 41 FOR:

**DISPOSITIONS FY 2025
TOTAL CASES RECEIVED BY YEAR AND JURISDICTION**



STATE BOARD OF MEDIATION



LOGAN HOBBS Chairman

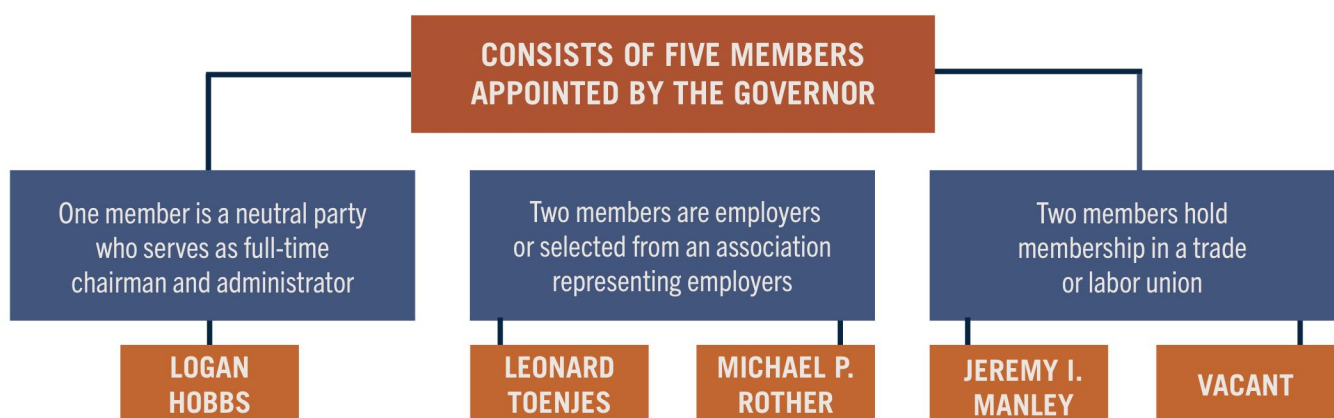
The State Board of Mediation (SBM) helps to settle disagreements between public employers and public sector labor unions regarding representation of bargaining units. The board also conducts secret ballot elections to determine whether or not a bargaining unit will be represented by a particular union.

The SBM has jurisdiction over most public employees, including those who work for the state, counties, cities, and school districts. The SBM accepts petitions online, making it easier to file for representation or decertification.

Petitions to SBM may be petitions to certify and decertify representatives for bargaining units, petitions to amend existing certificates, and clarifications of existing bargaining units.

The board can mediate disputes between the public employer and union regarding who should be included in a bargaining unit and who should not.

When disputes cannot be mediated informally, the board conducts hearings and issues decisions. Regardless of whether a bargaining unit is determined by consent of the parties or by a board determination, all members of the bargaining unit may vote on representation through an election.



2025 FISCAL YEAR

27	AVERAGE DAYS FROM INITIAL TELECONFERENCE TO ELECTION
19	PETITIONS FILED
8	ELECTIONS
0	IN-PERSON ELECTIONS
8	ELECTRONIC BALLOTING
0	MAIL-IN BALLOT
8	REPRESENTATION ELECTIONS CONDUCTED
0	DECERTIFICATION ELECTIONS
1	DISCLAIMED INTEREST
0	ELECTION APPEALS
0	HEARINGS ON DISPUTED ISSUES
328	PUBLIC EMPLOYEES AFFECTED
5	UNIT CLARIFICATIONS
0	AMENDMENT OF CERTIFICATIONS
1	CASES DISMISSED/WITHDRAWN

(DES) UI EMPLOYMENT & EARNINGS

CALENDAR YEAR	COVERED EMPLOYERS ¹	COVERED EMPLOYEES	STATE REVENUES	WAGES PAID IN COVERED EMPLOYMENT		AVERAGE TAX RATE - PERCENT OF		TAXABLE WAGE BASE	ANNUAL WAGE
				TOTAL	TAXABLE	TOTAL	TAXABLE		
2020	171,053	2.7M	\$331M	\$140B	\$27.8B	0.27	1.09	\$11,500	\$53,596
2021	174,643	2.7M	\$334M	\$150B	\$28.5B	0.25	1.06	\$11,000	\$56,447
2022	185,344	2.8M	\$359M	\$163B	\$30.0B	0.26	1.16	\$11,000	\$59,225
2023	192,124	2.8M	\$371M	\$173B	\$29.2B	0.25	1.17	\$10,500	\$61,711
2024	197,231	2.8M	\$320M	\$180B	\$28.0B	0.21	1.08	\$10,000	\$63,939

¹ Approximately 47,000 employer accounts in the years shown are consumer directed employer accounts.

(DES) UI CLAIMS & BENEFITS

CALENDAR YEAR ¹	FIRST PAYMENTS	WEEKS COMPENSATED (STATE)	BENEFITS PAID (STATE)	WEEKS COMPENSATED (FEDERAL PANDEMIC)	BENEFITS PAID (FEDERAL PANDEMIC)	AVG. WEEKLY BENEFIT	AVG. DURATION	EXHAUSTION RATE	TRUST FUND BALANCE
2020	364K	5.05M	\$1.18B	3.41M	\$3.91B	\$251	13.9	35.0	\$438M
2021	99.5K	1.49M	\$369M	2.37M	\$484M	\$263	15.0	35.1	\$609M
2022	53.2K	634K	\$170M	25.2K	\$5.82M	\$276	11.9	28.2	\$812M
2023	61.0K	728K	\$204M	3.39K	\$674K	\$286	11.9	33.1	\$990M
2024	63.7K	807K	\$231M	1.43K	\$187K	\$292	12.7	34.4	\$1.1B

¹ The outstanding federal loan amount for each calendar year totaled \$0.

(DES) UNEMPLOYMENT COMPENSATION FUND

BALANCE ON HAND JULY 1, 2024

\$1,120,196,471.31

DEPOSITS	AMOUNT
Net UI Contributions ¹	\$315,297,913
Penalty/Interest	\$3,290,986
U.S. Treasury Interest Credits	\$34,958,198
Intra-Account Transfer	\$570,600,473
Other States - Interstate Benefits CWC ²	\$3,054,690
FECA Advances/Reimbursements - UCX ^{3,4}	\$156,549
Reimbursable - Local Govt. & Political Subdivisions	\$3,783,411
Reimbursable - State Govt., Hospitals, & Higher Ed.	\$1,752,209
Reimbursable - Nonprofit Org.	\$7,712,428
Fed. Share Extended Benefits	\$0
Fed. Emergency Comp./EUC08 ⁵	\$0
Fed. Emergency Comp./PEUC ⁶	(\$17,150,127)
Fed. Emergency Comp./FAC ⁷	(\$73,542)
Fed. Pandemic Unemployment Comp.	(\$7,247,516)
Pandemic Unemployment Asst.	(\$6,371,504)
Mixed Wage Earners Unemployment Comp.	\$94,274
FECA Advances/Reimbursements - UCFE ⁸	\$676,672
Other - Reimbursement of Waiting Week	\$0
Other - Trust Fund Loans/FUTA Tax Credits ⁹	(\$3,936)
Other - CMIA Deposits to Trust Fund	\$8,826
Other - Returned EUC/FSC Rest ^{10,11}	\$0
TOTAL RECEIPTS	\$910,540,004

¹ Unemployment Insurance

² Combined Wage Claim

³ Federal Employees Compensation Act

⁴ Unemployment Compensation for Ex-service Members

⁵ Extended Unemployment Compensation 2008

⁶ Pandemic Emergency Unemployment Compensation

⁷ Federal Additional Compensation

⁸ Unemployment Compensation for Federal Employees

⁹ Federal Unemployment Tax Act

¹⁰ Emergency Unemployment Compensation

¹¹ Federal Supplemental Compensation

DISBURSEMENTS	AMOUNT
Net UI Benefits	\$238,710,884
Net Reimbursable Benefit Payments - Local Govt. & Other Pol. Subdivisions	\$3,741,773
Net Reimbursable Benefit Payments - State Govt., State Hospitals, & Higher Ed.	\$1,773,064
Net Reimbursable Benefit Payments - Nonprofits	\$7,960,459
FECA Net Benefit Payments-UCX	\$349,635
Net Fed. Benefits-Fed. Share (Extended)	(\$38,389)
EUC08 Activity	(\$361,663)
PEUC Activity	(\$1,308,582)
TEUC Activity ¹	(\$659)
Fed. Emergency Comp.-FAC	(\$21,492)
Fed. Pandemic Unemployment Comp.	(\$4,613,339)
Pandemic Unemployment Assistance	(\$770,314)
Other Temporary Fed. Comp./Waiting Week	\$0
Mixed Wage Earners Unemployment Comp.	(\$2,929)
To Other States - Interstate Benefits CWC	\$16,526,623
Title IX (Admin.) or Special Legislation/Emergency Admin. Grant	\$136,000
To Special Funds Penalty/Interest	\$8,236,516
FECA Net Benefit Payments-UCFE	\$989,490
Intra-Account Transfers	\$570,600,473
Other First Payments EB/Loan Repayment ²	\$0
TOTAL DISBURSEMENTS	\$841,907,550

¹ Temporary Extended Unemployment Compensation

² Extended Benefits

CASH ON HAND

JUNE 30, 2025

CLEARING ACCOUNT, JEFFERSON CITY, MO.

(\$644,645.59)

BENEFIT ACCOUNT, JEFFERSON CITY, MO.

\$6,537,758.61

TRUST FUND ACCOUNT, U.S. TREASURY

\$1,182,935,812.11

BALANCE ON HAND JUNE 30, 2025

\$1,188,828,925.13

(DWC) SELF-INSURANCE COVERAGE

FY	EMPLOYERS	EMPLOYEES COVERED ¹	PAYROLL COVERED ¹
INDIVIDUAL SELF-INSURANCE			
2021	213	438,667	\$21,129,595,842
2022	215	414,636	\$21,586,263,531
2023	213	461,577	\$22,641,537,024
2024	213	453,050	\$25,119,411,968
2025	211	414,275	\$23,782,239,679
GROUP TRUST SELF-INSURANCE			
2021	2,563	273,560	\$10,483,150,995
2022	2,532	261,166	\$10,773,807,413
2023	2,538	253,428	\$10,873,518,994
2024	2,431	253,210	\$11,714,982,640
2025	2,389	266,814	\$12,309,459,697

¹ Numbers valid as of close of prior calendar year.

(DWC) ACCIDENTS & DISEASES BY SEVERITY

INDUSTRY	FATALITIES ¹	LOST TIME ²	MEDICAL ³	UNKNOWN OR INCIDENT ONLY ⁴	TOTAL ⁵
Accommodation & Food Services	2	284	972	3,403	4,661
ASWMRS ⁶	8	304	752	2,213	3,277
Agriculture, Forestry, Fishing & Hunting	2	63	177	400	642
Arts, Entertainment and Recreation	1	84	439	1,106	1,630
Construction	7	442	827	2,637	3,913
Educational Services		234	1,352	2,873	4,459
Finance and Insurance	4	338	1,572	2,748	4,662
Health Care and Social Assistance	3	1,060	3,984	12,960	18,007
Information	4	69	92	495	660
Management of Companies & Enterprises		45	204	305	554
Manufacturing	8	1,148	3,213	7,673	12,042
Mining		12	81	156	249
Employer Industry Unknown	5	35	31	620	691
Other Services (Except Public Administration)	2	142	426	1,275	1,845
Professional, Scientific & Technical Services	1	99	461	1,440	2,001
Public Administration	19	1,016	2,172	5,878	9,085
Real Estate and Rental & Leasing	1	88	224	728	1,041
Retail Trade	2	767	2,474	6,815	10,058
Transportation and Warehousing	11	888	909	4,302	6,110
Utilities		77	230	323	630
Wholesale Trade	5	478	784	2,193	3,460
Total	85	7,673	21,376	60,543	89,677

¹ Deaths reported as of September 2025. Death may later be determined not to be a compensable-work related injury.

² Cases where Temporary Total Disability (TTD) or Temporary Partial Disability (TPD) benefits were reported paid.

³ Cases where no TTD or TPD benefits were reported but medical costs were reported.

⁴ Cases where no payment information has been received. Includes incident only cases reported to the DWC as a precautionary measure.

⁵ Workers' Compensation cases develop over time. The counts disclosed are based on information as of Sept. 16, 2025, and are likely not reflective of the final counts and dollar amounts for the Fiscal Year, because the cases have not fully developed.

⁶ Administrative and Support and Waste Management & Remediation Services

(DWC) INDUSTRY COST BY BENEFIT TYPE

INDUSTRY	TEMPORARY BENEFITS	PERMANENT BENEFITS	DEATH BENEFITS	MEDICAL BENEFITS	TOTAL BENEFITS ¹
Accommodation & Food Services	\$710,431	\$1,041,732	\$0	\$4,695,642	\$6,447,805
ASWMRS ²	\$1,172,701	\$1,420,302	\$0	\$5,342,730	\$7,935,733
Agriculture, Forestry, Fishing & Hunting	\$218,159	\$184,864	\$600,000	\$1,260,358	\$2,263,381
Arts, Entertainment and Recreation	\$255,571	\$233,861	\$0	\$2,480,804	\$2,970,236
Construction	\$3,030,512	\$2,637,904	\$840,000	\$16,674,106	\$23,182,522
Educational Services	\$653,032	\$1,161,243	\$0	\$6,059,070	\$7,873,345
Finance and Insurance	\$1,040,670	\$1,212,011	\$0	\$9,198,299	\$11,450,981
Health Care and Social Assistance	\$3,381,205	\$3,824,323	\$0	\$19,546,780	\$26,752,307
Information	\$265,533	\$177,960	\$0	\$1,066,278	\$1,509,770
Management of Companies & Enterprises	\$153,296	\$65,560	\$0	\$1,118,548	\$1,337,403
Manufacturing	\$5,400,187	\$6,333,624	\$0	\$29,493,087	\$41,226,898
Mining	\$81,935	\$370,006	\$0	\$1,008,512	\$1,460,454
Employer Industry Unknown	\$200,354	\$993,098	\$0	\$710,700	\$1,904,152
Other Services (Except Public Administration)	\$442,396	\$541,453	\$0	\$3,023,532	\$4,007,380
Professional, Scientific & Technical Services	\$315,078	\$371,836	\$0	\$2,298,494	\$2,985,408
Public Administration	\$4,455,316	\$5,245,046	\$1,405,999	\$18,492,566	\$29,598,927
Real Estate and Rental & Leasing	\$380,887	\$373,200	\$0	\$2,109,164	\$2,863,250
Retail Trade	\$2,289,465	\$2,187,964	\$0	\$14,322,912	\$18,800,341
Transportation and Warehousing	\$5,373,057	\$2,787,210	\$0	\$15,452,316	\$23,612,583
Utilities	\$458,467	\$265,440	\$0	\$2,580,870	\$3,304,777
Wholesale Trade	\$2,267,767	\$1,682,789	\$0	\$8,488,395	\$12,438,951
Total	\$32,546,018	\$33,111,426	\$2,845,999	\$165,423,161	\$233,926,603

¹ Workers' Compensation cases develop over time. The dollar amounts disclosed are based on information as of Sept. 16, 2025, and are likely not reflective of the final dollar amounts for the Fiscal Year, because the cases have not fully developed.

² Administrative and Support and Waste Management & Remediation Services

(DWC) DISABILITY COST ALL INCIDENCES

TYPE	FY	INCIDENCES ¹	NON MEDICAL COMPENSATION ²	MEDICAL COMPENSATION	TOTAL ³
ACCIDENTAL ⁴	FY	INCIDENCES	NON MED COMP	MED COMP	TOTAL
Temporary ⁵	2022	34,322	\$20,747,204	\$120,083,043	\$140,830,247
Temporary	2023	34,898	\$22,899,309	\$150,804,569	\$173,703,878
Temporary	2024	35,471	\$30,617,669	\$188,767,004	\$219,384,673
Temporary	2025	26,042	\$25,875,116	\$130,558,118	\$156,433,234
Permanent ⁶	2022	14,338	\$341,418,555	\$396,323,020	\$737,741,575
Permanent	2023	12,539	\$304,204,174	\$320,434,154	\$624,638,327
Permanent	2024	9,055	\$189,858,781	\$199,182,610	\$389,041,391
Permanent	2025	2,418	\$38,303,548	\$32,640,686	\$70,944,234
Death ⁷	2022	119	\$615,816	\$1,890,570	\$2,506,386
Death	2023	96	\$57,286	\$632,737	\$690,023
Death	2024	94	\$113,668	\$454,215	\$567,883
Death	2025	83	\$105,745	\$29,828	\$135,573
Total	2022	48,779	\$362,781,576	\$518,296,633	\$881,078,208
Total	2023	47,533	\$327,160,769	\$471,871,459	\$799,032,229
Total	2024	44,620	\$220,590,119	\$388,403,829	\$608,993,948
Total	2025	28,543	\$64,284,410	\$163,228,632	\$227,513,041
OCCUPATIONAL	FY	INCIDENCES	NON MED COMP	MED COMP	TOTAL
Temporary	2022	864	\$295,941	\$1,713,411	\$2,009,352
Temporary	2023	901	\$523,601	\$1,819,346	\$2,342,947
Temporary	2024	1,028	\$988,949	\$2,617,722	\$3,606,671
Temporary	2025	739	\$400,805	\$1,701,274	\$2,102,079
Permanent	2022	613	\$19,823,435	\$9,175,671	\$28,999,106
Permanent	2023	425	\$11,027,413	\$5,002,466	\$16,029,878
Permanent	2024	250	\$6,539,566	\$3,825,370	\$10,364,936
Permanent	2025	48	\$972,229	\$468,476	\$1,440,705

(CONTINUED ON NEXT PAGE)

(DWC) DISABILITY COST ALL INCIDENCES (CONTINUED)

TYPE	FY	INCIDENCES ¹	NON MEDICAL COMPENSATION ²	MEDICAL COMPENSATION	TOTAL ³
Death	2022	15	\$1,071,155	\$0	\$1,071,155
Death	2023	16	\$416,139	\$26,952	\$443,091
Death	2024	6	\$65,885	\$210,198	\$276,083
Death	2025	2	\$0	\$0	\$0
Total	2022	1,492	\$21,190,531	\$10,889,082	\$32,079,613
Total	2023	1,342	\$11,967,152	\$6,848,764	\$18,815,916
Total	2024	1,284	\$7,594,400	\$6,653,291	\$14,247,691
Total	2025	789	\$1,373,034	\$2,169,750	\$3,542,784
UNDETERMINED	FY	INCIDENCES	NON MED COMP	MED COMP	TOTAL
	2022	44,243	\$0	\$0	\$0
	2023	41,708	\$0	\$0	\$0
	2024	45,558	\$0	\$0	\$0
	2025	60,345	\$0	\$24,779	\$24,779
ALL TOTALS					
Total	2022	94,514	\$383,972,106	\$529,185,715	\$913,157,821
Total	2023	90,583	\$339,127,922	\$478,720,223	\$817,848,145
Total	2024	91,462	\$228,184,520	\$395,057,119	\$623,241,639
Total	2025	89,677	\$65,657,444	\$165,423,161	\$231,080,604

¹ Based on date of injury.

² Includes any compensation paid other than medical (TTD, TPD, TT Salary, PPD, PTB, Death, Burial).

³ Workers' Compensation cases develop over time. The counts and amounts are based on information as of Sept. 16, 2025. The more recent the year, the less reflective the counts and amounts are of what the final counts and dollar amounts will be once the cases have fully developed.

⁴ Defined as any injury reported with a nature code other than those classified as "Occupational Disease or Cumulative Injury" by WCIO standards.

⁵ Defined as any nonfatal injury with reported TTD, TPD, TT Salary, or medical compensation.

⁶ Defined as any nonfatal injury with reported PPD or PTB compensation.

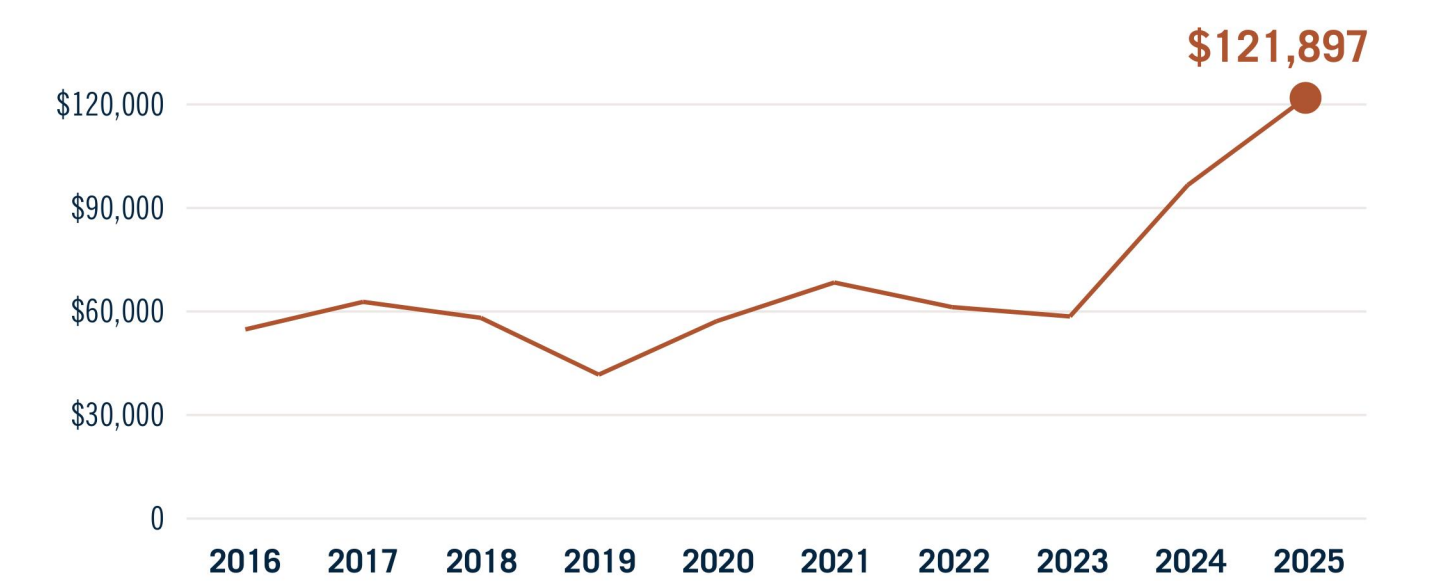
⁷ Deaths reported. Death may later be determined not to be a compensable work-related injury.

(DLS) 10-YEAR PRODUCTION IN TONS

YEAR	CLAY	COAL	COPPER	LEAD	ZINC	GRANITE	SHALE	SILICA	RHYOLITE ¹	COBALT ¹
2016	1.74M	99K	21.6K	173K	34.3K	1.05M	252K	719K	0	0
2017	1.81M	246K	27.8K	185K	33.5K	1.20M	194K	2.07M	0	0
2018	1.67M	252K	25.9K	168K	35.5K	935K	435K	3.63M	0	0
2019	1.61M	170K	17.5K	180K	35.5K	990K	114K	2.92M	0	0
2020	1.87M	172K	18.5K	187K	33.0K	843K	419K	3.97M	0	0
2021	1.66M	113K	24.1K	185K	30.5K	1.04M	361K	3.39M	0	0
2022	1.57M	43K	19.8K	180K	33.9K	1.27M	341K	3.76M	0	0
2023	1.73M	109K	24.4K	161K	38.4K	1.13M	330K	2.31M	0	0
2024	1.77M	144K	16.9K	153K	38.2K	447K	279K	3.13M	2.17M	0
2025	1.68M	122K	9.88K	149K	31.3K	12.1K	355K	2.11M	1.65M	0

¹ Legislation passed in 2023 added Rhyolite and Cobalt to the list of minerals on which inspection fees are collected, based on the tonnage produced.

(DLS) 10-YEAR TONNAGE FEE COLLECTION



(MCHR) DISPOSITIONS FY 2025

The chart below reflects the types of closures or determinations rendered as a result of investigation, conciliation, or public hearing.

DISPOSITION	EMPLOYMENT	PUBLIC ACCOMODATIONS	HOUSING	TOTAL
Right to Sue Letter Issued	543	114	7	664
No Probable Cause	193	43	23	259
Withdrawal/Settled	140	33	5	178
Administrative Closure	14	20	24	58
Withdrawal	19	11	2	32
No Jurisdiction	26	3	0	29
Other	26	1	1	28
Failure to Cooperate	22	0	5	27
Unable to Locate	3	5	4	12
Negotiated Settlement	1	0	0	1
Closed at Hearings	0	0	0	0
Totals	987	230	71	1,288

(MCHR) TOTAL CASES RECEIVED BY YEAR & JURISDICTION

FY	EMPLOYMENT	PUBLIC ACCOMODATIONS	HOUSING	MCHR TOTAL	DUAL FILED BY EEOC ¹
2020	974	101	30	1,105	1,374
2021	835	104	33	972	1,544
2022	939	188	65	1,192	1,222
2023	815	189	72	1,076	1,325
2024	1,050	221	54	1,325	1,582
2025	1,303	253	106	1,662	2,742

¹ Since 1978, complaints filed with MCHR are automatically filed with Equal Employment Opportunity Commission (EEOC), if EEOC has jurisdiction, and vice versa. The agency receiving the complaint is usually the agency that processes it.



DEPARTMENT GOALS

ASPIRATION

We will promote economic vitality, safety, and fairness for Missouri's businesses and workers.

THEMES

GROWTH

FOSTER A BUSINESS ENVIRONMENT
TO SUPPORT ECONOMIC
DEVELOPMENT

SAFETY

PREVENT INJURIES AND SAVE LIVES
ON THE JOB

OPPORTUNITY

INVEST IN OUR WORKFORCE FOR
TODAY AND TOMORROW

INITIATIVES

PREVENT INJURIES AND SAVE LIVES ON THE JOB

- Finalize and distribute a safety toolkit for use by all state agencies to support basic workplace safety practices
- Host a collaborative meeting with partner agencies to assess the impact of the statewide safety toolkit.
- Identify new strategies to enhance workplace safety, including improved cybersecurity threat detection, prevention, and education on its physical safety implications.

INVEST IN OUR WORKFORCE TODAY AND TOMORROW

- Develop and implement a strategic FY25 training plan for department staff.
- Launch Phase II of the supervisor/manager certification program for all DOLIR supervisory staff.
- Enhance onboarding with a quarterly welcome program for new hires.

DELIVER EXCELLENT SERVICE TO CITIZENS

- Improve business processes by developing and analyzing key process maps to better meet citizen expectations.
- Advance data analysis initiatives to strengthen program performance and strategic decision-making.
- Collaborate on statewide policies to responsibly and ethically leverage AI to improve citizen services.



**421 East Dunklin Street
P.O. Box 504
Jefferson City, MO 65102-0504
573-751-4091
Fax: 573-751-4135**

**TDD/TTY: 800-735-2966
Relay Missouri: 711**

labor.mo.gov

**Missouri Department of Labor and Industrial Relations
is an equal opportunity employer/program.**

